



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive

Oifig an Stiúrthóra Náisiúnta, Acmhainní Daonna
Feidhmeannacht na Seirbhíse Sláinte
Ospidéal Dr. Steevens'
Baile Átha Cliath 8

Office of the National Director of Human Resources
Health Service Executive
Dr. Steevens' Hospital
Dublin 8

All Queries to:

Sean Keane, Pension Manager, Standards & Quality
Email: sean.keane@hse.ie

HSE HR Circular 005/2012

31st January, 2012.

**To: Each Member of Management Team, HSE;
Each Regional Director of Operations, HSE;
Each Regional Assistant National Director of Human Resources, HSE;
Each CEO & HR Manager, directly funded Voluntary Hospital / Agency;**

Re: Pensionable Remuneration.

The Department of Health and Children has drawn our attention to the fact that retirement benefits must be calculated in line with the Consolidated Health Sector Salary Scales. In this regard please note that the applicable salary rate for the purpose of determining pensionable remuneration on retirement is the salary of the permanent substantive grade to which an individual was appointed, as specified in the Department of Health and Children Consolidated Salary Scales.

This is of particular significance in the following instances.

1. Permanent employees on temporary and acting-up assignments involving payment of a higher salary rate. In such cases, while additional remuneration in excess of permanent substantive salary may qualify as a pensionable allowance, this will be limited for pension purposes to the terms set out under Circular 10/71 and HSE Terms & Conditions of Employment.
2. Permanent employees in receipt of salaries which are not in accordance with the designated Banding Classification of their Agency/Hospital. Retirement benefits in such cases will be calculated in line with the approved Banding Classification of their assigned work location.
3. Permanent employees seconded to outside Agencies. Seconded employees continue to accrue service and benefits on the basis of their permanent substantive grade and salary. Pension contributions should be deducted up to the level of the employee's permanent substantive salary only, in instances where a higher level of remuneration may be in payment by the Agency to which the employee is seconded.

Secondment, when an option, offers significant benefits, most notably the right of return. That right of return, however, means that the pensions of seconded officials will continue to be based on the pensionable salary of their substantive grade.

The contents of this Circular should be brought to the attention of all staff members to whom the above applies, and to Payroll and Pensions Managers to ensure implementation and compliance. Any queries arising from the above should be directed to Sean Keane, HSE Pensions Manager, Standards and Quality, e-mail: sean.keane@hse.ie.

Yours sincerely,

**Séan McGrath,
National Director of Human Resources.**